



**SACHI A. HAMAI**

Interim Chief Executive Officer

**County of Los Angeles  
CHIEF EXECUTIVE OFFICE**

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*"To Enrich Lives Through Effective And Caring Service"*

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September 08, 2015

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, California 90012

Dear Supervisors:

**COUNTYWIDE COMPENSATION ACTIONS  
(ALL DISTRICTS – 3 VOTES)**

**SUBJECT**

Recommendation to adjust the salary range for three (3) non-represented classifications in the Executive Office of the Board of Supervisors and the Department of Children and Family Services.

**IT IS RECOMMENDED THAT THE BOARD:**

Approve the accompanying ordinance amending Title 6 - Salaries, of the County Code to adjust the salary range for the Executive Director, Countywide Criminal Justice Coordination Committee (CCJCC), Item No. 1067 and Executive Director, CCJCC (UC), Item No. 1074 in the Executive Office of the Board of Supervisors, and Chief Deputy Director, Children and Family Services (UC) in the Department of Children and Family Services.

**PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

Executive Office of the Board of Supervisors

We are recommending a salary range adjustment for two (2) non-represented Management Appraisal and Performance Plan (MAPP) classifications (Attachment A). Specifically, we are recommending a salary range increase for the position of Executive Director, CCJCC from salary range R12 to R14. While there is clearly only one Executive Director, CCJCC in the County, there are two related classifications in the Plan (classified and unclassified). We are changing the salary of both these classes to R14.

The justification for this request is to recognize the expanding role of the Executive Director, CCJCC. The CCJCC serves as a policy-level forum for the development and coordination of strategies to improve the justice system's operations. The 59-member committee includes elected officials, executives of law enforcement and criminal justice agencies, judges, and heads of social service agencies that represent County, municipal, State, and federal agencies. Most recently, the CCJCC was designated as the lead agency for coordinating implementation efforts among various County agencies for the public safety realignment (AB109). Since its original allocation, there has also been an increase in the size of the staff under the Director. Our recommendation will bring the County's salary range for this position to a level that will facilitate the County's ability to attract and retain highly qualified employees with the unique knowledge and experience required to perform the duties of this position.

#### Department of Children and Family Services

We are recommending a salary range adjustment for one (1) non-represented Management Appraisal and Performance Plan (MAPP) classification (Attachment A). Specifically, we are recommending a salary range increase for the position of Chief Deputy Director, Children and Family Services (UC) from salary range R17 to R18.

The justification for this request is to recognize the size, scope and responsibility of this mission critical position. The Chief Deputy Director, CFS has operational responsibility for the Department of Children and Family Services (DCFS), one of the County's largest departments. DCFS has over 8,000 employees, a budget of over \$2 billion and is the largest locally administered Child Welfare program in the United States. This recommendation will bring the County's salary range for this position to a level that will allow the County to attract and retain highly qualified employees with the core knowledge and experience required to perform the duties of Chief Deputy Director, CFS.

Note, we are recommending changes in the salary range designations for these classifications, not actual pay increases for the current incumbents.

#### **Implementation of Strategic Plan Goals**

Your approval of the accompanying ordinance is consistent with the County Strategic Plan Goal 1 - Operational Effectiveness/Fiscal Sustainability. It will maximize the operational effectiveness of processes, structure, operations and strong fiscal management to improve the quality of the workforce, to achieve departmental operational efficiencies, and to maintain consistency in personnel practices throughout the County.

#### **FISCAL IMPACT/FINANCING**

The projected budgeted annual cost for the salary changes is estimated to total \$42,786. Net County cost is estimated to be \$40,968. Cost increases associated with the compensation changes will be absorbed within the Board's adopted budget for the affected department. No additional funding is required.

#### **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

The County Charter authorizes the establishment and maintenance of "a classification plan and the classification of all positions." This responsibility is further delineated in Civil Service Rule 5.

The Honorable Board of Supervisors

9/8/2015

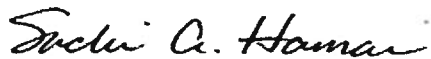
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The accompanying ordinance implementing amendments to Title 6 - Salaries, of the County Code has been approved as to form by County Counsel.

**IMPACT ON CURRENT SERVICES (OR PROJECTS)**

Your approval of these compensation recommendations will enhance the operational effectiveness of the departments through the proper compensation of positions.

Respectfully submitted,



SACHI A. HAMAI

Interim Chief Executive Officer

SAH:JJ:MTK

NV:SO:mst

Enclosures

c: Executive Office, Board of Supervisors  
County Counsel  
Auditor-Controller  
Children and Family Services  
Human Resources

**ATTACHMENT A****NON-REPRESENTED MAPP CLASSIFICATIONS  
RECOMMENDED FOR SALARY CHANGE**

Item No.	Title	Current Salary Schedule and Level		Recommended Salary Schedule and Level	
1067	Executive Director, CCJCC	N23	R12	N23	R14
1074	Executive Director, CCJCC (UC)	N23	R12	N23	R14
9112	Chief Deputy Director, Children and Family Services (UC)	N23	R17	N23	R18

## **ANALYSIS**

This ordinance amends Title 6 - Salaries of the Los Angeles County Code by changing the salaries of three (3) non-represented employee classifications.

MARY C. WICKHAM  
Interim County Counsel

By: 

RICHARD D. BLOOM  
Principal Deputy County Counsel  
Labor & Employment Division

RDB: mst

Requested: 08-13-15  
Revised: 08-14-15

**ORDINANCE NO. \_\_\_\_\_**

An ordinance amending Title 6 - Salaries of the Los Angeles County Code relating to the changing of certain classifications to implement the findings of compensation studies.

The Board of Supervisors of the County of Los Angeles ordains as follows:

**SECTION 1.** Section 6.28.050 is hereby amended to change the salary of the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
9112	CHIEF DEP DIR,CHILD & FAM SERVS(UC)	04/01/2015 _____*	N23 <u>N23</u>	R17 <u>R18</u>
1067	EXECUTIVE DIRECTOR,CCJCC	04/01/2015 _____*	N23 <u>N23</u>	R12 <u>R14</u>
1074	EXECUTIVE DIRECTOR,CCJCC(UC)	04/01/2015 _____*	N23 <u>N23</u>	R12 <u>R14</u>

**SECTION 2.** Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage.

[RECLASSSEPT15ABCEO]